

**FY 2019 COPS Office Law Enforcement Mental
Health and Wellness Act (LEMHWA) Program**

Topic #3: LEMHWA Peer Support Implementation Project

**CPD's Peer Support Program
Enhancement Project**

Topic Selection and Outcome Identification and Justification

The Chicago Police Department (CPD) recognizes the importance of officer mental health and wellness, and its relation to public safety and the law enforcement mission to protect and serve. Officer mental health matters are managed by CPD's Professional Counseling Division/Employee Assistance Program (EAP). Within EAP is CPD's Peer Support Section, with approximately 250 current and 200 former retired members who offer guidance to officers and retired officers facing mental health issues. Understanding the issues and trauma experienced by our 13,000+ sworn workforce, and our obvious but heretofore unaffordable opportunities to enhance the capacity and effectiveness of the Peer Support Unit, CPD is requesting grant funding under "Topic 3. LEMHWA Peer Support Implementation Project".

There is evidence across the country that people sometimes forget that police officers have the same human frailties and vulnerabilities as anyone. Perhaps in consequence, there has been a national uptick in the number of officer suicides in recent years, and across the country officers are more likely to take their own lives than lose their lives at the hands of a dangerous criminal. There is no question that exposure to traumatic events, coupled with public distrust and hostility, can have a deleterious impact on an officer's emotional wellbeing, job satisfaction, and motivation to aggressively fulfill their public safety mission and duties.

Nowhere is this more evident than in Chicago, where (especially since the highly publicized October 14, 2014 shooting of Laquan McDonald by a CPD officer) there seems to have been a steady deterioration of public trust in CPD officers and a not surprising and simultaneous decrease in officer job satisfaction and increase in mental health issues and crises. This observation is supported by CPD Peer Support Program data: from April of 2000 to December of 2009, peer support members averaged 3,289 documented annual contacts with

officers in crisis; from 2010 through 2018, peer support averaged 5,079 annual contacts; and there have already been 4,260 contacts by peer support members from January through April 2019. If this trend continues, CPD will record a staggering 2019 total of over 12,000 officer contacts with CPD peer support members. It is important to note that these numbers reflect only documented interventions, while our experience is that peer members underestimate their activities and do not report every meaningful contact they have with members.

A recent Department of Justice investigation noted that CPD's officer suicide rate (29.4 per 100,000) "is more than 60% higher than the national average of 18.1 law enforcement suicides per 100,000" and it should be noted that from summer 2018 into early 2019, CPD suffered seven officer suicides. Clearly, despite CPD's best peer support and related efforts to date, there is tragic and ample evidence that CPD needs additional support in achieving a comprehensive officer wellness program.

Nearly one million police officers in the United States engage in difficult and dangerous work and unpredictable exposure to horrific situations and trauma, and their necessary state of hyper-vigilance can take a toll both psychologically and physically. For far too long, the emotional wellbeing of officers has been overlooked or under-prioritized, but that is changing and there is a growing national awareness of our responsibility to provide mental/emotional support for police officers who are in, or on the road to, mental health crisis. An important first step in this direction was the passage of the "Law Enforcement Mental Health and Wellness Act of 2017", which allowed the Department of Justice (DOJ) to develop tools and opportunities for law enforcement to address the mental health challenges faced by their officers.

The Chicago Police Department has recognized our need to enhance officer wellness and mental health support services for quite some time. In support of CPD officer wellness reforms

and enhancements to existing protocols and procedures that were already underway, the City of Chicago entered into a federal Consent Decree on January 31, 2019 that included an entire chapter on *Officer Wellness and Support* that contains the following “Guiding Principles”:

377. In fulfilling their duties, CPD members expose themselves to significant danger, high stress, and a wide spectrum of human tragedy. There is growing recognition that psychological and emotional wellness are critical to officers’ health, relationships, job performance, and safety. The City and CPD have an obligation to help CPD members cope with the consequences that come from their service to the public.

378. The City and CPD’s obligation to CPD members includes providing adequate support systems to treat members experiencing mental health, substance abuse, and other emotional challenges.

CPD understands that our officers’ mental wellbeing requires broad support from each and every member of the Department, that we need to remove the stigma associated with officers seeking mental health treatment, and that an effective early intervention system must be in place to identify and help those officers who need someone to talk to and to hear their concerns.

Research has concluded that peer support is an indispensable form of support for officers who are suffering, often times in silence, and CPD already has a well-structured and impactful Peer Support Program in place. Yet we have opportunities to make much-needed enhancements to our Program’s capacity and effectiveness, and even court-ordered mandates to do so, but CPD lacks the financial resources needed to accomplish this work.

Strategy to Achieve Program Outcomes and Goals

CPD is proposing a Peer Support Program Enhancement Project with four primary elements: 1) achieving a 30% Program capacity increase by training 75 new members; 2) adding a long-desired but never achieved annual refresher and advanced training element to improve member skills; 3) travel by Peer Support leaders to a) exemplary and innovative police peer support programs, b) regional and national Officer Wellness conferences, and c) to Peer Support

Training Events to incorporate best practices into CPD's Peer Support Program; and 4) a much-needed peer support member recognition program.

1) Increasing CPD's Peer Support Program Capacity: The "Law Enforcement Mental Health and Wellness Act Report to Congress" clearly recognizes that a strong peer support program is a necessary element in an effective law enforcement program to improve officer wellness. Currently, only approximately 2% of CPD's 13,000+ sworn workforce are trained and functioning peer support members, an inadequate number that CPD proposes to increase with LEMHWA funding. CPD already has available a private healthcare provider (Hartgrove Behavioral Health System) commitment of donated space and refreshments to support an exemplary 40-hour peer support certification program inspired by the Bureau of Alcohol Tobacco and Firearms "Critical Incident Stress Management Peer Support Program" – and a highly skilled and regarded expert contractual partner (Crisis Associates LLC) that is ready, willing and able to conduct said training for CPD – but CPD lacks the funding needed to actually engage in the training.

Basing CPD's peer support certification training program on the ATF model allows CPD adoption of best industry practices in use by our federal law enforcement partners. This training and certification program requires applicants to be screened (for qualifications and aptitude) by CPD Peer Support Program personnel to qualify for entry into a 40-hour training program that will train 25 new peer support members. CPD's LEMHWA funding request will allow three such 40-hour training sessions to be scheduled and completed during the 24-month LEMHWA period of performance.

CPD's ability to host these five-day training programs has been irregular and unpredictable because of a lack of funding, and although the applications of more than 25

officers are already in hand and CPD's ability to fill the next class of 25 trainees is not in doubt, it is expected that hosting regularly scheduled sessions over the next two-year period will garner additional interest and program applications from CPD officers.

The peer support training programs will be held at Hartgrove Hospital on Chicago's West Side, where highly qualified members of the mental health community will support contractual trainers by exposing trainees to a wide range of mental health practices and techniques that will serve them well in their capacity as peer support members. Classes will also be supported by experienced peer support members with shared law enforcement experience who will relate their own experiences in helping officers in crisis. The skills learned at these certification classes will help new peer support members reflect on the psychological damage caused by the harsh realities officers face each day. Trainees will learn that because officers who are suffering are often afraid to tell anyone or to seek treatment, CPD's Peer Support Program aims to quell the officer fears by maintaining strict confidentiality in peer support interactions through the use of non-disclosure agreements and by not being allowed to take notes or recordings of interventions.

Hopefully, additional peer support certification courses can help the Department stem the trend of officer suicides and reduce the stigma of reaching out for support.

2) Refresher and Advanced Peer Support Training: As discussed at length in the "Eleven Case Studies" report published by the Office of Community Oriented Policing Services, peer support refresher training has been recognized as a critically important tool in sustaining law enforcement peer support program capacity. For example, the Bend, Oregon Police Department case study confirms that their peer support officers attend refresher training twice per year and that other departments are utilizing refresher training and recognizing it as essential to keeping members engaged and their skills up to date. CPD also looked for other best peer

support practices and discovered that San Antonio Police Department peer support officers attend quarterly 8-hour trainings covering a wide range of peer support topics.

Currently, a CPD refresher training framework exists but has not been used due to a complete lack of funding for refresher training. This project request will fund six (6) two-day refresher training sessions over the two-year program period. Each training day will include two 4-hour classes and each class will accommodate 25 peer mentor trainees (a total of 24 four-hour refresher training classes over two years, and 300 trainees per year). Without an injection of new ideas, any program runs the risk of becoming outdated and much like any skill, peer support skills need to be updated as new information and testimonials come forward. It is CPD's hope and intent that refresher training becomes an annual requisite for all peer support members. Refresher training will also help ensure that members are able to cope with the emotional traumas associated with their role by giving them an avenue to release any feelings they might be having, support camaraderie amongst peer support members, and build program credibility amongst all sworn members as well as with the peer support members themselves.

CPD's Peer Support Program staff will work with contractual peer support training partner, Crisis Associates LLC to deliver useful refresher training that introduces new skills and information to members. CPD expects that Hartgrove Hospital will support refresher training just as they graciously support initial peer support training with a donated venue and refreshments.

3) CPD Peer Support Program Leadership Professional Travel and Training: An extremely high priority in achieving CPD Peer Support Program effectiveness, relevance and measurable impact is to ensure that it discovers, considers and incorporates best law enforcement policies and practices. To an extent, our Peer Support Program leaders can learn about what people in the field are saying and doing by reading professional journals, but actually engaging

face-to-face with leaders in the field, observing first-hand how innovative peer support programs actually operate, and personally experiencing new treatment approaches will be a much more effective method of discovering, considering and adopting emerging and effective best peer support program policy and methods.

To achieve this, two CPD Peer Support Program managers (e.g. the Professional Counseling Division/Employee Assistance Division Director, the Peer Support Program Coordinator, and/or lead peer support member instructors) will travel on six (6) occasions (twelve occasions in total) throughout the 24-month period of performance to attend 1) Officer Wellness and Mental Health conferences, and/or 2) visits to other law enforcement peer support programs and/or 3) trainings within the United States to learn about best practices and innovations in officer wellness and peer support.

There are several annual highly regarded national officer wellness conferences and seminars in which new peer support research and best practices are presented as the field evolves and recommended techniques change. Examples of the annual conferences and seminars that the requested LEMHWA funding would allow CPD to attend include: the COPS Office *National Conference on Law Enforcement Wellness and Trauma*; and the International Association of Chiefs of Police (IACP) annual *Officer Safety and Wellness Symposium* ((2020 and 2021 conference dates and locations have not yet been announced).

Visiting other law enforcement jurisdictions with innovative and promising peer support programs and practices will provide our Program leaders with invaluable opportunities to: directly observe best practices; share ideas with their counterparts at other agencies; engage with peer support members, and perhaps with officers that have benefited from their efforts; and to begin shaping up the best practices and ideas of others into useful solutions and program

improvements in Chicago. Examples of law enforcement agencies we can visit and learn from can be found in the excellent "Eleven Case Studies" report published by the Office of Community Oriented Policing Services.

The requested travel to highly regarded and important officer peer support events will enable CPD's Peer Support Program leaders to bring new learning and emerging and/or proven best practices to Chicago to improve CPD's Peer Support Program operational structure, goal and objective setting, measurement and reporting of results and ability to use data to continuously improve our Peer Support Program, and our peer support training methods. Importantly, enabling our Program leaders to train our own trainers/peer mentors to more effectively support our active and retired peer support members is the only way we can keep several hundred peer support members involved, motivated, and up to date in being equipped and able to support officers experiencing mental health distress and/or crisis.

We believe that the requested professional travel to peer support events and locations will not only enhance CPD's peer support program, but provide opportunities to improve other components of our Employee Assistance Program as well (i.e. EAP; Alcohol Assistance; Professional Counseling; Self-Assessment Tools).

4) Peer Support Member Recognition Program: Each year, in addition to their difficult and often traumatic and thankless duties as a Chicago Police Department officer, CPD's peer support members actually choose to give even more of themselves by volunteering their time, skills, knowledge and personal experience to help their peers. Traditionally across the nation and in Chicago, officers are formally recognized and given accolades for many of the things they do on duty. Sadly, however, the officers who serve in CPD's Peer Support Program, do not receive any type of formal or public recognition for their big and little contributions to

officer wellness and function (including saving officer lives on occasion) that pay rich dividends to public safety in Chicago and the ability of the Chicago Police Department to protect and serve the public. Currently, however, CPD's Employee Assistance Program Director is in talks with the Chief of his Bureau and the Chicago Police Department Superintendent to give an officer who has demonstrably saved the life of a suicidal officer the same recognition as an officer who has saved the life of a civilian. This is a good beginning but frankly, the current LEMHWA opportunity has drawn CPD's attention to the fact that there are many more opportunities to acknowledge the service and contributions of our peer support mentors, and how this will promote and strengthen CPD's Peer Support Program.

CPD is proposing to use approximately 8% of our requested LEMHWA funding to hold two annual ceremonies to recognize and honor peer support members for their selfless contributions to public safety in Chicago through their entirely volunteer service to CPD officers experiencing emotional distress and/or mental health crisis. Every participating officer will be recognized, and special recognition will be given for extraordinary contributions, such as by issuance of a Lifesaving Award for saving the life of an officer in crisis, for length of service as a peer support member, and for other volunteer efforts in support of EAP and officer wellness.

CPD has excellent community partners that donate services, venues and refreshments to support our Peer Support Program needs, and we know that because Recognition Event venue space and refreshments will be donated by a community partner. This will allow for the entire \$4,000 we are requesting to be allocated for each event can be used exclusively to provide awardees with appropriate framed certificates of accomplishment, medals, ribbon bars, plaques, award stars and pins, and other suitable service awards.

Our peer support members deserve respect and recognition for the sacrifices they are

making, and these events will be a perfect place to showcase their contributions. And importantly, beyond recognizing the service and contributions of individual peer support members, these annual recognition ceremonies are expected to build officer camaraderie within the program, and encourage other officers to volunteer to become peer support members.

Capacity and Experience

Over the years, CPD's Peer Support Program has matured and expanded in many ways. For instance, the Program now provides such specialized services as: active military duty peer support; peer support for veterans; crisis debriefing with clinicians; and one-on-one support for officers involved in shootings, deaths of officers or family, suicide of officers or family members, and child or family crisis. These functions help the men and women of the Chicago Police Department cope with the wide variety of stressors they face, in part by providing direct support to the families of members in crisis who are so important to the ability of our officers to manage the stresses of the job.

The Director of the Employee Assistance Program is Dr. Robert Sobo. As evidenced by the attached résumé, Dr. Sobo brings with him many years of experience in the field of mental health. Dr. Sobo plays an integral role in making sure peer support is managed effectively and staffed with the necessary personnel. His selfless and tireless dedication to CPD officer well-being is well known amongst the sworn rank and file of the CPD workforce, and our officers hold Dr. Sobo in the highest regard.

Peer Support Program Manager, Officer Al Ferreira (résumé attached) is an integral member of the team within CPD's Professional Counseling Division/Employee Assistance Program part of this funding opportunity. He has been a peer support member since 2002, has had a wide range of relevant experiences that have helped him helped the Program evolve. His

work in the broader realm of Employee Assistance has been primarily focused on making the Peer Support Program more robust. Officer Ferreira is a member of the State of Illinois Task Force on Law Enforcement Suicide Prevention, and his nearly 20 years as a law enforcement officer, including many years as a patrol officer, has provided him with a unique and most importantly well-rounded view on officer mental health. Officer Ferreira has also provided officer mental health training to a number of high profile institutions, including: the Illinois Attorney General's Office; the Cleveland Police Department; and the Harvard University Police Department. He will work alongside Dr. Sobo in planning, implementing, evaluating and refining every aspect of the requested LEMHWA-funded projects.

Having such a well-regarded, competent and experienced and dedicated sworn Peer Support Program manager has and will continue to add to Program legitimacy, and his involvement will help ensure that project goals and objectives are met consistent with the reality of being a police officer in the City of Chicago.

CPD officers are trained and certified as peer support members by CPD's contractual peer support partner, Crisis Associates LLC, which is very involved nationally in research of methodologies and insights into human behavior and crisis response. CPD's proposed Peer Support Program enhancements will be supported by Crisis Associates LLC, which is led by two very accomplished individuals in the law enforcement community, including the founder of "Crisis Associates LLC", William Hogewood (bio is attached). Mr. Hogewood is a retired veteran of the Prince George's County, Maryland Police Department, having served from 1969 to 1996. While working for Prince George's County he served in many capacities including: patrol officer, tactical officer, investigator, patrol supervisor, section commander and as a trainer. From 1997 to 2007 he served as a Program Manager with the Bureau of Alcohol, Tobacco,

Firearms, and Explosives, managing Crisis Negotiation, Peer Support, and Critical Decision-Making training programs. Crisis Associates LLC was founded specifically to provide training in crisis negotiations, peer support, and decision-making. While at Prince George's County, Mr. Hogewood co-wrote and co-sponsored an outreach program for Prince George's Hotline. This volunteer counseling center became the Prince George's County Hotline and Suicide Prevention Center and ultimately won certification as a suicide prevention center from the American Association of Suicidology, and Mr. Hogewood later served as hotline training director. His academic pedigree includes a Master of Human Services from Lincoln University in Pennsylvania, and he serves as a Diplomate in Crisis Intervention, awarded by the American Board of Examiners of Crisis Intervention. During the last 26 years, he has been involved in providing peer support for officers involved in a variety of critical incidents, including such high profile scenes as the shootings at Columbine High School in Littleton, Co., the aftermath of 9/11, shooting of a sheriff's deputy and federal agent in Atlanta, Ga. and Hurricane Katrina in the Gulf States. During this time, he has also developed peer support training for several jurisdictions including local and federal law enforcement and has trained law enforcement personnel since 1981. Assisting in the development of the CPD Peer Support Team has also been a passion for Mr. Hogewood, and he has personally trained more than 600 CPD peer support members as well as over 500 peer support team members from other jurisdictions around the country.

Joe Panico, a retired CPD officer who served with distinction from 1968 until his retirement on Jan. 7, 2010, is a Crisis Associates LLC trainer who has been instrumental in training CPD peer support members. He served CPD in patrol, tactical squad, vice, and undercover assignments and proudly as a Canine Officer. He has received numerous awards for his work and in 2011 was awarded the Humanitarian of the Year by the Italian American Police

Association. He was certified as a CPD peer support member in 2000 was CPD's first Peer Support Program. In that capacity, he provided Peer Support Program orientation to CPD supervisors of all ranks, and to the mental health resources and programs available to them and their subordinates. He also provided of peer support training to members of other law enforcement and public safety agencies, including the Chicago Fire Department, the Evanston Police Department, the Oak Lawn Police Department, the Cook County Sheriff's Police, the ATF, and the United States Secret Service. Mr. Panico has lectured on peer support for many police jurisdictions and directly and indirectly helped thousands of officers and family members.

Management and Implementation Plan

Project implementation will be co-managed: project implementation will be directly managed by CPD's Professional Counseling Division/Employee Assistance Program management team; and project administration (e.g. procurement; contracting; progress and financial reporting) will be directly managed by the CPD Grants Unit within the Bureau of Organizational Development.

Project implementation will be led by Dr. Robert Sobo, Director of CPD's Professional Counseling Division/Employee Assistance Program and Peer Support Program Manager, Officer Al Ferreira, who will schedule and host monthly project planning and implementation meetings throughout the entire grant 24-month period of performance. As is typical in CPD's project planning experience, project leadership will assign specific tasks during these meetings, and may develop subcommittees to engage in project development work between meetings, followed by progress reporting and problem solving at the monthly meetings.

Project administration will be led by CPD's Director of Grants Management, Larry Sachs, who has been in that role at CPD since 2008 and who has been developing and managing

governmental public safety programs since 1975. Direct grant administration will be managed by officer and Grants Research Specialist Eric Pulia. Mr. Sachs and Officer Pulia will be assisted by a dedicated team of fiscal and legal personnel who are well versed in grants administration, data and trend analysis, using data to foster accountability, policy and planning, and information systems and technology.

All operational and administrative personnel assigned to this project are skilled and experienced project managers, and expert at working as a team in navigating through and overcoming bureaucratic and logistical obstacles that can interfere with achieving grant objectives. CPD's history of managing government grants to achieve stated objectives without audit findings or funding lapses is nearly flawless.

Leadership (described above) of CPD's contractual service provider for this project, Crisis Associates LLC, will form the third leg of the project management team. They will attend project meetings in person when possible and by phone when necessary, and will be directly involved in project planning, brainstorming, and program refinement.

Achieving project objectives and overarching goals will require strict adherence to the following project timeline:

- Month 1: grant award executed, grant budget set up in the City's accounting system, and the first project planning meeting will occur by the end of Month 1.
- Month 3: a detailed implementation plan describing the timeline, objectives and methods for all four grant projects (professional travel/training; 40-hour peer support training; peer support refresher training; peer support member recognition) will be developed and actionable. Monthly planning and implementation meetings continue.
- Month 6: the first quarterly financial and progress reports were submitted during Month

4; the first of three 40-hour peer support training courses, the first of six two-day refresher training sessions, and the first annual peer recognition event will be scheduled for completion. The first professional travel to officer wellness conferences, visits to exemplary law enforcement peer support programs, etc. may have been accomplished but at least will be scheduled during months 7 through 9. Monthly planning and implementation meetings continue.

- Month 12: the second quarterly financial and progress reports were submitted during Month 7; measurable progress toward implementing all four grant-funded initiatives has occurred: the first 40-hour training session has trained 25 new peer support members; the first two peer support refresher sessions have trained 100 members; peer support staff have conducted two to four trips to conference, training, and/or law enforcement agency destinations; and CPD has held its first ever Peer Support Program Annual Recognition Event. Monthly planning and implementation meetings continue.
- Month 18: the third, fourth and fifth quarterly financial and progress reports were submitted during Month 10, 13 and 16; the second 40-hour training session has trained 25 new peer support members; two additional peer support refresher sessions have trained 100 members; the second Peer Support Program Annual Recognition Event has been scheduled for completion prior to the end of the grant 24-month period of performance; and peer support staff have conducted two to four additional trips to conference, training, and/or law enforcement agency destinations. Monthly planning and implementation meetings continue.
- Month 24: the sixth and seventh quarterly financial and progress reports were submitted, and the final reporting will be completed during the month after the grant ends; the third

40-hour training session has trained 25 new peer support members; two additional peer support refresher sessions have trained 100 members; the second Peer Support Program Annual Recognition Event has been accomplished; and peer support staff have completed all proposed trips to conference, training, and/or law enforcement agency destinations. Monthly planning/implementation meetings continued till this month.

Effectiveness of Program

It is impossible to know definitively if CPD's peer support program prevented an officer suicide or measurable improved officer well-being, morale or performance. But obviously, if this funding opportunity allows CPD to use evidence-based best practices to certify more peer support members and provide refresher/advanced training to its existing members, program success is certain. Clearly, program success can be determined in part if we meet our defined objectives: bringing 75 new peer support members on board; providing refresher training to 300 members each year; conducting numerous professional trips to network with other officer wellness professionals to bring new best practices back to Chicago; and for the first time, providing formal recognition for the service and accomplishments of our valued peer support members. Through our best practices research, we can and will compare and contrast our existing and enhanced program to other programs nationally to determine if we have been successful in using LEMHWA funding to achieve our objectives.

The Chicago Police Department has faced an enormous crisis amongst its ranks over the past four years. The indictment of a police officer in fatal police use of force incident has cast a shadow on the Chicago Police Department and our officers. This high profile incident has left many in the communities around the City distrustful of the police and adding additional stress to an already stressful job for most police officers. This added stress no doubt has correlated to a

significant uptick in the need for our attention to officer wellness. The data is clear (e.g. the increased number of counseling incidents provided by EAP) that more officers need the peer support program than ever before. Many officers feel as though they are being painted with a broad brush, and that they have been associated with bad actors on the department (literally guilt by association). By having an outlet to express their feelings and frustrations to those who have experienced similar interactions will provide invaluable support to those officers who work on the street day in and day out. Surely, expanding and enhancing our ability to support these officers through this LEMHWA-funded project will be a measure of program success. Our improved ability to not only replace peer support members lost through attrition but to actually increase those numbers will be a measure of program success. Surely, joining the ranks of law enforcement peer support programs that already provide at least annual if not more frequent refresher training to peer support members will be a measure of success, as will their increased skills, job knowledge, job satisfaction, and motivation to help their fellow officers. Surely, correcting our almost unconscionable lack of public praise and recognition for the contributions our selfless peer support members make every day will be a demonstration of project success. Surely, providing opportunity for our Peer Support Program leaders to engage with their peers around the country, to learn from experts in officer wellness, and to search for best practices to bring back home will be another measure of project success.

The project team will collect data that can be used to measure, when possible, project progress toward achieving our stated implementation objectives, as well as more subjective and even anecdotal information that can be used objectively – and subjectively - to measure and report on project success. All data and information collected will be depersonalized to protect the confidentiality required for CPD's Peer Support Program to be accepted by our officers. There

will be data collected on how many officers receive training, refresher training, and conference travel information as well. There will also be data collected to describe our recognition ceremonies, and the types and numbers of recognitions for our peer support members.

The information and data regarding project deliverables will be collected, tracked, and reported to the COPS office on schedule by the Peer Support Team and Grants Unit personnel.

On behalf of the entire Chicago Police Department and the public we serve, but especially on behalf of our dedicated police officers who very much need our support, thank you for this opportunity to significantly improve our important Peer Support Program.